# WIA Eligibility Guidelines Documentation Log Desk Reference

# COMPOSITE OF ACCEPTABLE DOCUMENTATION

Acceptable Documentation Log

### Introduction

This section provides a comprehensive list of Workforce Investment Act (WIA) eligibility criteria aligned with the appropriate documentation sources. A file copy of any one document listed per criteria will satisfy the U.S. Department of Labor (DOL) documentation requirements.

The WIA Eligibility Guidelines Documentation Log provides examples of documentation for the following eligibility criteria:

# BASIC ELIGIBILITY

Must meet all of the following: Citizenship/Eligible Noncitizen Birth Date/Age Selective Service Registration (For individuals over 18 years of age)

## YOUTH BARRIERS

Must meet at least one of the following:

Deficient in Basic Literacy Skills School Dropout Homeless, Runaway, or Foster Youth Pregnant or Parenting Offender Additional Assistance Needed

# ADULT & YOUTH ECONOMIC ELIGIBILITY

Must meet at least one of the following:

Cash Public Assistance
Individual/Family Income
Individual Status/Family Size
Supplemental Nutrition Assistance
Program (SNAP) Benefits
Homeless
Foster Youth
Individual with a Disability

# SPECIAL RULE – 5% YOUTH EXEMPTION

Must meet at least one of the following exemptions if both Economic Eligibility and Barrier are unmet:

- 1. School Dropout
- 2. Basic Skills Deficient
- 3. Behind Grade Level
- 4. Pregnant or Parenting Youth
- 5. Individuals with Disabilities
- 6. Homeless or Runaway Youth
- 7. Offender
- 8. Local Workforce Development Board-Designated Category

# DISLOCATED WORKER ELIGIBILITY

Must meet at least one of the following:

Terminated or Laid Off
Permanent Closure or Substantial
Layoff
Formerly Self-Employed
Public Announcement of Closure
Displaced Homemaker

### **General Instructions**

The procedures and forms included in this section have been developed for use in complying with WIA documentation and verification requirements. Documents used to verify the eligibility of a job seeker are listed in the WIA Eligibility Guidelines Documentation Log.

Determination of a job seeker's eligibility is based on information in the completed and signed application form and the documentation collected to substantiate eligibility *prior* to enrollment in WIA.

The WIA Eligibility Guidelines Documentation Log, hard copy or The Workforce Information System of Texas (TWIST) copy, and copies of those documentation sources identified on the Log are required. All documentation must be retained in the job seeker's file.

- 1. **Job Seeker's Name** Record the last, first, and middle initial.
- 2. **SSN** Record the job seeker's Social Security number.
- 3. **Application Date** Record the month, day, and year the application process was started.
- 4. **Sources of Documentation** The *WIA Eligibility Guidelines Documentation Log* is designed to identify acceptable documentation sources for eligibility determination and provide a method for tracking or logging those documents. The appropriate document (birth certificate, identification card, letter, etc.) must be one of the source documents contained in these guidelines. Because the burden of proof and the responsibility for eligibility lies with Local Workforce Development Boards (Boards), liability for ineligible participants increases each time an alternative source is used.

Documentation sources listed in the dislocated worker section and identified with an alpha character(s) may be used to document the corresponding eligibility criteria identified with the same alpha character.

In order to meet the requirements of certain eligibility criteria, it may be necessary to use multiple documentation sources in combination with one another.

Texas Workforce Center staff completing the WIA Eligibility Guidelines Documentation Log must check the box to the left of each documentation source collected and used in verifying the eligibility of the job seeker. It is required that eligibility be verified *prior* to registration for enrollment. Documentation must be retained in the job seeker's file.

- 5. **Texas Workforce Center Staff Signature and Date** When applicable, the staff member verifying all documentation must sign and date where indicated.
- 6. **Reviewer's Signature and Date** When applicable, the staff member reviewing this information must sign and date where indicated.

As long as the eligibility criteria and acceptable documentation sources remain the same, Boards may modify this document format. Sometimes staff will use only the sections applicable to each individual customer. Items five and six, Texas Workforce Center Staff Signature and Date and

Reviewer's Signature and Date must be documented on at least the last page of the log pages used for each customer.

The WIA Eligibility Guidelines Documentation Log lists:

- 1. specific eligibility criteria; and
- 2. documentation sources to verify eligibility.

All appropriate verification of eligibility documentation sources are listed. A copy of any one source of eligibility documentation will satisfy DOL requirements, unless otherwise specified.

WIA ELIGIBILITY DOCUMENTATION LOG					
IDENTIFYING INFORMATION					
Job Seeker's Name:	First MI				
SSN:	Application Date:				
BASIC ELIGIBILITY  Job seeker must meet the following Basic Eligibility requirements and furnish proof of each Eligibility Criteria with one of the listed Acceptable Documentation source documents. Although a job seeker's Social Security number is not considered Basic Eligibility criteria, it must be verified.					
ELIGIBILITY CRITERIA	ACCEPTABLE DOCUMENTATION				
SOCIAL SECURITY NUMBER	<ul> <li>□ DD-214, Report of Transfer or Discharge</li> <li>□ Employment Records</li> <li>□ Letter from Social Service Agency</li> <li>□ Pay Stub</li> <li>□ Social Security Benefits</li> <li>□ Social Security Card</li> <li>□ W-2 Form</li> <li>□ Self-Certification Form</li> <li>□ Telephone Verification from Official Source</li> </ul>				
CITIZENSHIP/ELIGIBLE NONCITIZEN	<ul> <li>Citizenship/Eligible Noncitizen Authorization to Work Form</li> <li>Alien Registration Card indicating Right to Work (INS Form I-151, I-94, I-688, I-688A, I-688B, or I-766)</li> <li>Baptismal Certificate (if place of birth is shown)</li> <li>Birth Certificate</li> <li>DD-214, Report of Transfer or Discharge (if place of birth is shown)</li> <li>SNAP Benefits Records (if place of birth is shown)</li> <li>Foreign Passport Stamped "Eligible to Work"</li> <li>Hospital Record of Birth</li> <li>Naturalization Certification</li> <li>Public Assistance Records (if place of birth is shown)</li> <li>U.S. Passport</li> <li>Social Security Card stamped "Work Eligible" (noncitizens only) with Picture I.D.</li> <li>Native American Tribal Document</li> <li>Telephone Verification from Official Source</li> </ul>				
BIRTHDATE/AGE	<ul> <li>□ Baptismal Record</li> <li>□ Birth Certificate</li> <li>□ DD-214, Report of Transfer or Discharge Paper</li> <li>□ Driver's License</li> <li>□ Federal, State, or Local Government Identification Card</li> <li>□ Hospital Record of Birth</li> <li>□ Passport</li> <li>□ Public Assistance/Social Service Records</li> <li>□ School Records/Identification Card</li> <li>□ Work Permit</li> <li>□ Native American Tribal Document</li> </ul>				

SELECTIVE SERVICE REGISTRANT	Selective Service Letter/Registration Letter
	Internet Verification/Registration (http://www.sss.gov)
□ N/A	Telephone Verification (847) 688-6888

DISLOCATED WORKER  Dislocated Workers must meet Basic Eligibility and any one of the following five categories.			
Dislocated Workers must meet Basic Eligibility and a  ELIGIBILITY CRITERIA	ny one of the following five categories.  ACCEPTABLE DOCUMENTATION		
EXPEDITED RRES PARTICIPANT  ELIGIBILITY	Expedited eligibility criteria A, B, and C are satisfied by any one of the following:		
A. Social Security Number     B. Citizenship/Alien Status     C. Category 1 Dislocated Worker	□ Screen Print of WorkInTexas.com – RRES Outreach List □ Copy of RRES Outreach Letter □ Copy of WorkInTexas.com Screen Showing Participant's RRES Indicator (Dollar Sign in Red Background)		
EXPEDITED UI RECIPIENT ELIGIBILITY  A. Social Security Number	Social Security number criteria for UI recipients is satisfied by any one of the following:  UI Screen – Current Claimant Status (CTCS); or UI Award Letter.		
CATEGORY 1			
<ul> <li>A. Terminated/Laid Off/Received Notice of Termination or Layoff</li> <li>B1. UI/UI-Covered Dislocation</li> <li>B2. Not UI-Covered Dislocation</li> <li>C. Unlikely to Return to Previous Industry/Occupation</li> <li>C1. No Growth or Decline in Job Openings  OR  C2. Employment Search</li> <li>N/A</li> </ul>	<ul> <li>□ (A,B,C) WorkInTexas.com Services Screen:         <ul> <li>The RRES add service – indicates that this job seeker was outreached via an RRES profiling letter; and</li> <li>The RRES-exempt or RRES orientation service – indicates that this job seeker responded to the profiling letter.</li> <li>□ (A) Certification of Expected Separation</li> <li>□ (B1) Texas Workforce Commission (TWC) Verification</li> <li>□ (B2) Board Determination</li> <li>□ (A,B) Letter from Employer</li> <li>□ (A,B) TWC Verification</li> <li>□ (C1) TWC Verification</li> <li>□ (C1) Other TWC-Approved Labor Market Analysis</li> <li>□ (C2) TWC Verification</li> <li>□ (C2) Documentation from Prospective Employer</li> <li>□ (C2) Documentation from Employment Agency</li> </ul> </li> </ul>		
CATEGORY 2			
<ul> <li>A. Terminated/Received Notice of Layoff</li> <li>B. Permanent Closure of Plant/Facility/Enterprise OR</li> <li>C. Substantial Layoff</li> <li>N/A</li> </ul>	<ul> <li>□ (A) Certification of Expected Separation</li> <li>□ (A,B,C) Letter from Employer</li> <li>□ (A,B,C) TWC Verification</li> <li>□ (B,C) Media Announcement with Employment Verification</li> <li>□ (A,B,C) Telephone Verification from Official Source</li> </ul>		

CATEG	CATEGORY 3					
A.	Formerly Self-Employed and		(A)	Business License/Permit		
	Presently Unemployed because of:		(A)	IRS Documentation		
B.	General Economic Conditions in		(A,B)	TWC Verification		
	Residing Community		(B)	TWC Labor Market Information		
	OR		(B)	Unemployment Rate		
_	Permanently Dislocated because		(B)	Other TWC-Approved Labor Market Analysis		
J 0.	of Natural Disaster		(B) (B)	Failure of Business Supplier Failure of Business Customer		
	5		(B)	Depressed Prices or Market		
	N/A		` '	•		
			(C)	Federal/State Declaration of Disaster		
			(C)	TWC-Approved Disaster  AND		
			(C)	Permanent Dislocation		
			(A,B,C)	Telephone Verification from Official Source		

CA	TEC	GORY 4		
Public Announcement				
	A.	Public Declaration through Media of the Impending Closure, within 180 Days, of		(A) Documentation from Media Source  AND
		a Specific Facility:		<ul><li>(B) Documentation from State Dislocated Worker Service and</li><li>(B) Documentation from Media Source</li></ul>
		AND		AND
	B.	Planned Date of Final Closure		(C) Documentation from State Dislocated Worker Service
		AND	_	AND
	C.	Documented Verification made to State		(D) Employer Verification
		AND		(A,B,C,D) Telephone Verification from Official Source
	D.	Individual Employment Verification Confirming Employment		(1,2,3,5) Talephone Vermodular Tom Omolar Godroe
	N/	A		
		GORY 5		
Dis	plac	ced Homemaker		(A) IRS Documentation
	A.	Providing Unpaid Services		AND
	A.	Providing Unpaid Services  AND		(B) Public Assistance Records/Printout
		• •		<ul> <li>(B) Public Assistance Records/Printout</li> <li>(B) Court Records</li> <li>(B) Medical Records/Death Certificate</li> <li>(B) Bank/Financial Records</li> </ul>
		AND  Has been Supported by the Income of a Family Member and is No Longer		<ul> <li>(B) Public Assistance Records/Printout</li> <li>(B) Court Records</li> <li>(B) Medical Records/Death Certificate</li> <li>(B) Bank/Financial Records</li> <li>(B) Spouses Layoff Notice</li> </ul>
	В.	Has been Supported by the Income of a Family Member and is No Longer Receiving that Income.  AND		<ul> <li>(B) Public Assistance Records/Printout</li> <li>(B) Court Records</li> <li>(B) Medical Records/Death Certificate</li> <li>(B) Bank/Financial Records</li> <li>(B) Spouses Layoff Notice</li> </ul> AND
	В.	AND  Has been Supported by the Income of a Family Member and is No Longer Receiving that Income.		<ul> <li>(B) Public Assistance Records/Printout</li> <li>(B) Court Records</li> <li>(B) Medical Records/Death Certificate</li> <li>(B) Bank/Financial Records</li> <li>(B) Spouses Layoff Notice</li> </ul>
	В.	AND  Has been Supported by the Income of a Family Member and is No Longer Receiving that Income.  AND  Unemployed or Underemployed with Difficulty in Finding Employment or Upgrading  C1. Military service member who is not		(B) Public Assistance Records/Printout (B) Court Records (B) Medical Records/Death Certificate (B) Bank/Financial Records (B) Spouses Layoff Notice  AND  (C,C1,C2) TWC Verification (C,C1,C2) Employer Verification
	В.	AND  Has been Supported by the Income of a Family Member and is No Longer Receiving that Income.  AND  Unemployed or Underemployed with Difficulty in Finding Employment or Upgrading	0	(B) Public Assistance Records/Printout (B) Court Records (B) Medical Records/Death Certificate (B) Bank/Financial Records (B) Spouses Layoff Notice  AND  (C,C1,C2) TWC Verification (C,C1,C2) Employer Verification (C,C1,C2) Job Search Verification
	В.	AND  Has been Supported by the Income of a Family Member and is No Longer Receiving that Income.  AND  Unemployed or Underemployed with Difficulty in Finding Employment or Upgrading  C1. Military service member who is not retiring, but is being honorably discharged due to special	0	(B) Public Assistance Records/Printout (B) Court Records (B) Medical Records/Death Certificate (B) Bank/Financial Records (B) Spouses Layoff Notice  AND  (C,C1,C2) TWC Verification (C,C1,C2) Employer Verification (C,C1,C2) Job Search Verification (A,B,C,C1,C2) Self-Certification Form
	В.	AND  Has been Supported by the Income of a Family Member and is No Longer Receiving that Income.  AND  Unemployed or Underemployed with Difficulty in Finding Employment or Upgrading  C1. Military service member who is not retiring, but is being honorably discharged due to special circumstances	0	(B) Public Assistance Records/Printout (B) Court Records (B) Medical Records/Death Certificate (B) Bank/Financial Records (B) Spouses Layoff Notice  AND  (C,C1,C2) TWC Verification (C,C1,C2) Employer Verification (C,C1,C2) Job Search Verification (A,B,C,C1,C2) Self-Certification Form

# **ADULT AND YOUTH**

Adults (18 or older) must meet Basic Eligibility and any Board priority policy criteria (as indicated in the Boards' local plan). Youth (14 - 21) must meet Basic Eligibility, one of the Economic criteria, and one or more of the Barrier criteria. If Youth does not meet Economic criteria, then Youth must meet one or more of the 5% Youth Exemptions.

ECONOMIC (Low Income) CRITERIA	ACCEPTABLE DOCUMENTATION
INDIVIDUAL/FAMILY INCOME  Note: Documentation should be provided for each applicable income source.  INVA If using TANF, SNAP, SSI, Homeless, OR Foster Youth documentation to determine low-income individual.	Alimony Agreement Award Letter from Veterans Affairs Bank Statement (Direct Deposit) Compensation Award Letter Employer Statement/Contact Family or Business Financial Records Pay Stubs Pension Statement Public Assistance Records/Printout Quarterly Estimated Tax for Self-Employed Persons (Schedule C) Social Security Benefits UI Documents and/or Printout Self-Certification Form
INDIVIDUAL STATUS/FAMILY SIZE  N/A If using TANF, SNAP, SSI, Homeless, or Foster Youth documentation to determine low-income job seeker family size, it does not need to be documented separately; however, the family for the individual needs to be established.	□ Job Seeker Statement of Family Status □ Birth Certificate □ Decree of Court □ Disabled (see Individuals with Disability below) □ Divorce Decree □ Landlord Statement □ Lease □ Marriage Certificate □ Most Recent Tax Return Supported by IRS Documents (e.g., Form Letter 1722 – see Income Guidelines Desk Reference) □ Public Assistance/Social Service Agency Records □ Public Housing Authority (if resident of or on waiting list) □ Written Statement from a Publicly Supported 24-Hour Care Facility or Institution (e.g., mental health facility, prison) □ Self-Certification Form □ Telephone Verification from Official Source

CASH PUBLIC ASSISTANCE ☐ N/A	<ul> <li>Copy of Authorization to Receive Cash Public Assistance</li> <li>Copy of Public Assistance Check</li> <li>Medical Record (Cash Grant Status)</li> <li>Public Assistance Records/Printout</li> <li>Refugee Assistance Records</li> <li>TWIST Legacy Search (Print TWIST Intake Common Public Assistance Tab Screen)</li> </ul>
SNAP  Note: The listed items of documentation are acceptable for any individual who is a member of a family receiving SNAP benefits.	<ul> <li>Current SNAP Receipt</li> <li>Letter from SNAP Disbursing Agency</li> <li>Public Assistance Records/Printout</li> <li>TWIST Legacy Search (Print TWIST Intake Common Public Assistance Tab Screen)</li> </ul>
HOMELESS □ N/A	<ul> <li>□ Written Statement from an Individual Providing Temporary Residence</li> <li>□ Written Statement from Shelter</li> <li>□ Written Statement from Social Service Agency</li> <li>□ Self-Certification Form</li> </ul>
SUPPORTED FOSTER YOUTH  N/A  Note: In order to document both criteria, multiple documentation may be required.	<ul> <li>□ Verification from Social Service Agency of Payment Made on Behalf of the Child</li> <li>□ Written Statement from State/Local Agency</li> <li>□ Telephone Verification from Official Source</li> </ul>
INDIVIDUALS WITH DISABILITIES  N/A  Note: If an individual declares a disability, any one of the listed items may be used. It is only necessary to document that the individual has a disability. Detailed information about the disability is not necessary.	□ Self-Certification Form The following sources may be used, but are not necessary: □ Letter from Drug or Alcohol Rehabilitation Agency □ Letter from Child Study Team Stating Specific Disability □ Medical Records □ Physician's Statement □ Psychiatrist's Diagnosis □ Psychologist's Diagnosis □ Rehabilitation Evaluation □ School Records Verifying Disability □ Sheltered Workshop Certification □ Social Service Records/Referral □ Social Security Administration Disability Records □ Veterans Affairs Letter/Records □ Vocational Rehabilitation Letter □ Workers Compensation Record □ Telephone Verification from Official Source

YOUTH BARRIERS	ACCEPTABLE DOCUMENTATION
DEFICIENT IN BASIC LITERACY SKILLS   N/A	<ul> <li>□ Assessed by a Generally Accepted Standardized Test</li> <li>□ School Records</li> </ul>
SCHOOL DROPOUT  I N/A	□ School Attendance Record □ School Dropout Letter □ Self-Certification Form □ Telephone Verification from Official Source
HOMELESS, RUNAWAY, OR FOSTER YOUTH  N/A	<ul> <li>□ Written Statement from an Individual Providing Temporary Residence</li> <li>□ Written Statement from Shelter</li> <li>□ Written Statement from Social Service Agency</li> <li>□ Self-Certification Form</li> </ul>
PREGNANT OR PARENTING YOUTH  IN/A	<ul> <li>□ Baptismal Record</li> <li>□ Birth Certificate</li> <li>□ Physician's Note</li> <li>□ Self-Certification Form</li> <li>□ Observation</li> </ul>
OFFENDER  I N/A	<ul> <li>Documents from Juvenile Justice System</li> <li>Documents from Adult Criminal Justice System</li> <li>Telephone Verification from Court Representative</li> <li>Self-Certification Form</li> </ul>
ADDITIONAL ASSISTANCE NEEDED  N/A	Board-Defined Category:
Note: Assistance needed to complete an educational program, or to secure and hold employment.	□ Self-Certification Form

5% YOUTH EXEMPTIONS	ACCEPTABLE DOCUMENTATION
SPECIAL RULE–5% ELIGIBILITY	BASIC SKILLS DEFICIENT  Assessed by a Generally Accepted Standardized Test
EXEMPTIONS	Assessed by a Generally Accepted Standardized Test
	BEHIND GRADE LEVEL  Report Card
	□ Report Card □ School Records
	☐ Telephone Verification from Official Source
	SCHOOL DROPOUT
	□ School Attendance Record □ School Dropout Letter
	□ Self-Certification Form
	☐ Telephone Verification from Official Source
	OFFENDER
	<ul> <li>Documents from Juvenile Justice System</li> <li>Documents from Adult Criminal Justice System</li> </ul>
	☐ Telephone Verification from Court Representative
	INDIVIDUALS WITH DISABILITIES
	<ul> <li>Self-Certification Form</li> <li>The following sources may be used, but are not necessary:</li> </ul>
	☐ Letter from Drug or Alcohol Rehabilitation Agency
	<ul> <li>Letter from Child Study Team Stating Specific Disability</li> <li>Medical Records</li> </ul>
	☐ Physician's Statement
	<ul><li>☐ Psychiatrist's Diagnosis</li><li>☐ Psychologist's Diagnosis</li></ul>
	☐ Rehabilitation Evaluation
	<ul><li>School Record verifying Disability</li><li>Sheltered Workshop Certification</li></ul>
	□ Social Service Records/Referral
	<ul> <li>Social Security Administration Disability Records</li> <li>Veterans Affairs Letter/Records</li> </ul>
	□ Vocational Rehabilitation Letter
	<ul> <li>Workers Compensation Record</li> <li>Telephone Verification from Official Source</li> </ul>
	PREGNANT OR PARENTING YOUTH  Baptismal Record
	□ Birth Certificate □ Physician's Note
	☐ Self-Certification Form
	☐ Telephone Verification from Observation
	HOMELESS OR RUNAWAY YOUTH
	<ul> <li>Written Statement from an Individual Providing Temporary Residence</li> </ul>
	□ Written Statement from Shelter
	<ul> <li>□ Written Statement from Social Service Agency</li> <li>□ Self-Certification Form</li> </ul>
	BOARD-DESIGNATED CATEGORY
	Identify Workforce Area Category:
	Self-Certification Form

ADULT ELIGIBILITY EXEMPTION	REQUIREMENTS
ADULT EXEMPT ELIGIBILITY FOR	Board must establish that excess funds exist in the workforce area to
EXCESS FUNDS/PRIORITY	serve adults who are <i>not</i> <b>low-income individuals</b> .
□ N/A	
□ N/A	☐ Excess Funds Exist
	☐ Meets Board Criteria for Services
	Documentation
	U
CASE MANAGER /INTAKE NOTES:	
	1
Toyon Workforon Cantar Ctaff Cina at una	Drint Name
Texas Workforce Center Staff Signature	Print Name Date
	1
Manager/Reviewer Signature	Print Name Date
manager/iteviewer Dignature	i iliit ivailie Date